

Celebrating Milestones



ANNUAL REPORT

For the Financial Year - 01 January to 31 December 2025

BABES PREGNANCY CRISIS SUPPORT LTD



OUR VISION

To support **pregnant teens and their families** towards their **best possible future**. We work to **raise awareness** amongst teens to **prevent unplanned pregnancies**.

OUR MISSION

We provide **resources and emotional support** to pregnant teens and their families through and beyond their pregnancy journeys. We help teen parents **continue with their education** and **achieve financial independence**.

About Us

Babes Pregnancy Crisis Support Limited (Babes) was started in 2005 as a programme under Beyond Social Services, as the first service of its kind in Singapore, providing targeted support to youths navigating pregnancy.

Babes became independent in 2013 and was set up as a public company limited by guarantee (Unique Entity Number (UEN) 201314611H). We are a registered charity and the only social service agency in Singapore dedicated to and focused on guiding, supporting and journeying with youths navigating teenage pregnancy and parenthood and the transitions and life stages that follow.

At Babes, we believe that no young person should have to navigate these challenges alone. We empower every youth experiencing unintended pregnancy with the agency to responsibly make informed decisions regarding the pregnancy and beyond, towards the best possible outcome.

We also recognise that teenage pregnancy is not simply about the pregnancy. It can be a window into broader vulnerabilities and challenges. We believe that collective support from family, friends and the wider community, together with advocacy and outreach, will strengthen efforts to break the disadvantage cycle and enable youths to continue their education, upskill and work towards financial independence.

Babes is governed by its Constitution (previously referred to as Memorandum and Articles of Association). We are accorded Institution of Public Character (IPC) status (1 July 2025 to 30 April 2028).



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Babes is small but mighty. Small in size but mighty in impact...
...Babes' ambition (therefore) is to build on our social work core and take an increasingly holistic approach to supporting youths at risk: one that looks beyond the immediate crisis to education, family, financial independence and long-term wellbeing, and that engages earlier, before crisis point, wherever we can.

Chairperson's Message

Dear friends of Babes,

As I write this, my final Chairperson's message to you, I do so with a full heart. It has been a privilege to serve this organisation, to walk alongside our staff, volunteers and Board, and above all to witness, year after year, the courage of the young people we exist to support. Babes has been a cause I have cared about deeply, and I leave this role more invested in its future than when I began.

2025 was a year that reminded us why our work matters and how much further it can reach. We supported 58 pregnant teens and families, responded to 229 pregnancy-related enquiries through our 24-hour helpline, and helped 21 beneficiaries continue their education and upskilling through our Bridging Programme. We closed 32 cases, an increase from 28 in 2024, with an 87.5 percent success rate in achieving the goals we set together with our beneficiaries. Behind every one of these numbers is a young life steadied, a family kept together, and a future reopened.

This was also a year of strengthening our role within the wider circle of care. We launched Babes Teatime to bring social service professionals together around the realities facing pregnant teens, strengthened our partnership with MENDAKI to equip frontline Care Advisors, and continued to reach young people early through school outreach and youth engagement. Our Babes 2025 Gala, Illuminating Hope, met and exceeded its fundraising target, and together with our other fundraising streams we raised \$568,134.13 in donations this year. None of this happens without the extraordinary generosity of our donors, partners and sponsors, and on behalf of the Board, I thank every one of you.

A special thanks to our volunteers, the heartbeat of Babes. In 2025, 260 individual and corporate volunteers gave 2,572 hours of their time to Babes, including 1,296 hours keeping our 24-hour helpline staffed with compassion and skill. They sat with young women in crisis, ran our outreach booths, supported our events,

and gave the kind of steady, human presence that no programme document can fully capture. Volunteers do not simply add capacity to our work; they multiply our impact. Every hour a volunteer gives allows our small staff team to reach further, respond faster, and support more young people than we ever could alone. They are proof that a community, when it chooses to show up, can do far more together than any single organisation could do by itself. To every volunteer who answered a call, showed up at an event, or simply sat and listened, thank you for being the multiplier of everything we do.

Babes is small but mighty. Small in size but mighty in impact. Our impact is evident in our outcomes - such as the 34.4 percent of our beneficiaries who became stable homemakers, the 25 percent who returned to education, and the 21.9 percent who secured employment and financial independence this year.

As I step down, I do so with complete confidence that Babes will not simply sustain this impact, but grow it. The foundations are strong: a dedicated staff team, an engaged Board, a loyal donor base, and a growing volunteer community. I have every confidence that under the leadership of Chai Wei as the new Chairperson and with the support of our dedicated Board, Babes will reach more young people, deepen its outcomes, and grow its impact well beyond what we have achieved to date.

Looking ahead, our commitment to social work will always remain the core of who we are. Direct, professional casework, delivered with warmth and dignity, is and will remain the foundation of everything Babes does. However, 2025 also sharpened our understanding that teenage pregnancy is rarely just about the pregnancy. It sits alongside broader vulnerabilities: interrupted education, financial insecurity, fractured family circumstances, and limited access to support. Our own case data this year, showing that 72 percent of beneficiaries were not attending school and that younger youths are increasingly presenting to us, only reinforces this. Babes' ambition, therefore, is to build on our social work core and take an increasingly holistic approach to supporting youths at risk: one that looks beyond the immediate crisis to education, family, financial independence and long-term wellbeing, and that engages earlier, before crisis point, wherever we can.

I am confident that this ambition is achievable because I have seen Babes rise to meet moments before. I have seen a community of volunteers and donors show up, year after year, for young people they may never meet. And I have seen the resilience of our beneficiaries themselves, young women who, with the right support at the right time, go on to build lives of purpose and stability for themselves and their children.

To the Board, thank you for your wisdom, your generosity of time, and your unwavering commitment to good governance. To our Executive Director and staff, thank you for your professionalism and heart, day in and day out. To our volunteers, our donors, our partners and our funders, thank you for making our work possible. And to every young person who has trusted Babes with their story, thank you for your courage. It has been an honour to serve as your Chairperson.

Babes' best chapters are still ahead.

With gratitude and confidence,



Sophie Mathur
Chairperson





Babes was never been solely about a single moment in a young person's life. It has consistently focused on the person behind the pregnancy—their family, circumstances, the partner who may or may not be ready to step up, and the child who will need more than either parent can provide alone.

Executive Director's Insights

Dear Babes community,

I feel incredibly privileged yet deeply responsible as I step into this role. I don't want to start by looking ahead. Instead, I want to look back, because the ground I stand on today wasn't built by me.

Melissa has poured quiet determination into Babes. She built something most organizations can only dream of: a service that pregnant teens actually trust, right at the moment in their lives when trust is hardest to find. That foundation—the casework, the relationships with families, the credibility we bring to every referral, and our culture of showing up without judgment—is a legacy of immense value. That's why I can talk about our future with real confidence.

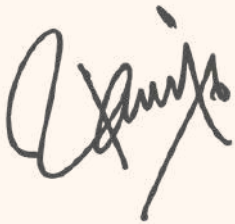
To me, what lies ahead doesn't seem like a new path but a natural progression of what already exists. Babes has never been solely about a single moment in a young person's life. It has consistently focused on the person behind the pregnancy—their family, circumstances, the partner who may or may not be ready to step up, and the child who will need more than either parent can provide alone. What began as a support for pregnant teens is gradually expanding to include the broader network of people influencing that young person's future. We engage with families, support partners, and remain involved as children grow. This isn't mission creep; it's the mission evolving to reach its full potential.

I'm deeply aware of the long journey ahead. Our care doesn't end once a case is closed; it often extends beyond a single season. It begins with a frightened first call to our helpline, continues through pregnancy, persists through the challenging early years of parenting, and frequently goes much further. We support them through school, first jobs, and initial struggles with independence. Babes

has dedicated years to preparing for this entire journey, not just helping during the crisis. We must also face a difficult truth: the vulnerabilities that lead a young person to us rarely come alone and often appear early. The youth we serve aren't labeled as at-risk for one wrong choice but because life demanded too much too soon. This is why we walk alongside them with patience and care. None of this would be possible without our colleagues. They remain responsive when a pregnant teen's needs shift suddenly, adapt our programs as our community grows younger and more complex, and bring warmth even on the toughest days. To each of you, thank you. Your natural tendency to prioritize the individual isn't just a minor skill; it's the essence of our work.

Melissa, thank you for the foundation you built. To our Board, thank you for creating an encouraging, forward-thinking environment. To my colleagues, thank you for living these values every day. And to the young people and families who trust us with their stories, thank you for letting Babes walk with you.

In partnership and purpose,

A handwritten signature in black ink, appearing to read 'Rajakanth', with a stylized, flowing script.

Rajakanth

Executive Director



Our Organisation



BOARD OF DIRECTORS

From 01 January to 31 December 2025:

NAME	BOARD APPOINTMENT	APPOINTMENT DATE	OCCUPATION	2025 BOARD MEETING ATTENDANCE
Ms Sophie Mathur	Chairperson (Effective 28 May 2022)	28 May 2019	Lawyer & Partner	6/6
Dr Chua Yang	Board Director	2 Nov 2020	Obstetrician & Gynaecologist	6/6
Mr Kelvin Ang	Board Director	1 Oct 2021	Group Treasurer	5/6
Ms Peng Chai Wei	Board Director	1 Feb 2023	Managing Director and Head of Asean Equities	5/6
Mr Daniel Tan Hai Yong	Treasurer (Effective 31 Mar 2023)	1 Mar 2023	Partner, Strategy and Transactions	6/6
Ms Ryme Dembri	Board Director	1 Dec 2023	Founder	5/6



COMMITTEES

From 01 January to 31 December 2025:

AUDIT COMMITTEE

Chair	Mr Kelvin Ang	
Members	Ms Teng Li Yeng	(Resigned 21 Dec 2025)
	Ms Lucretia Aik	
	Ms Sandra Yang	(Wef 01 Jul 2025)

FINANCE COMMITTEE

Chair	Mr Daniel Tan	
Members	Ms Helal Dave	
	Ms Regina Lim	(Wef 01 Aug 2025)

FUNDRAISING AND OUTREACH COMMITTEE

Chair	Ms Peng Chai Wei	(Wef 01 Jan 2025)
Members	Ms Natalya Twohill	(Resigned 21 Aug 2025)
	Ms Neetika Agarwal	
	Mr Fonzarelli Ong	(Wef 24 Feb 2025; Resigned 30 Sep 2025)
	Ms Amber Riley	(Wef 01 Apr 2025)
	Ms Rebecca Wong	(Wef 01 May 2025)

HUMAN RESOURCE COMMITTEE

Chair	Ms Ryme Dembri	(Wef 01 Jan 2025)
Members	Ms Sophie Mathur	
	Ms Oh Chai Yee	

NOMINATION COMMITTEE

Chair	Ms Sophie Mathur
Member	Ms Peng Chai Wei

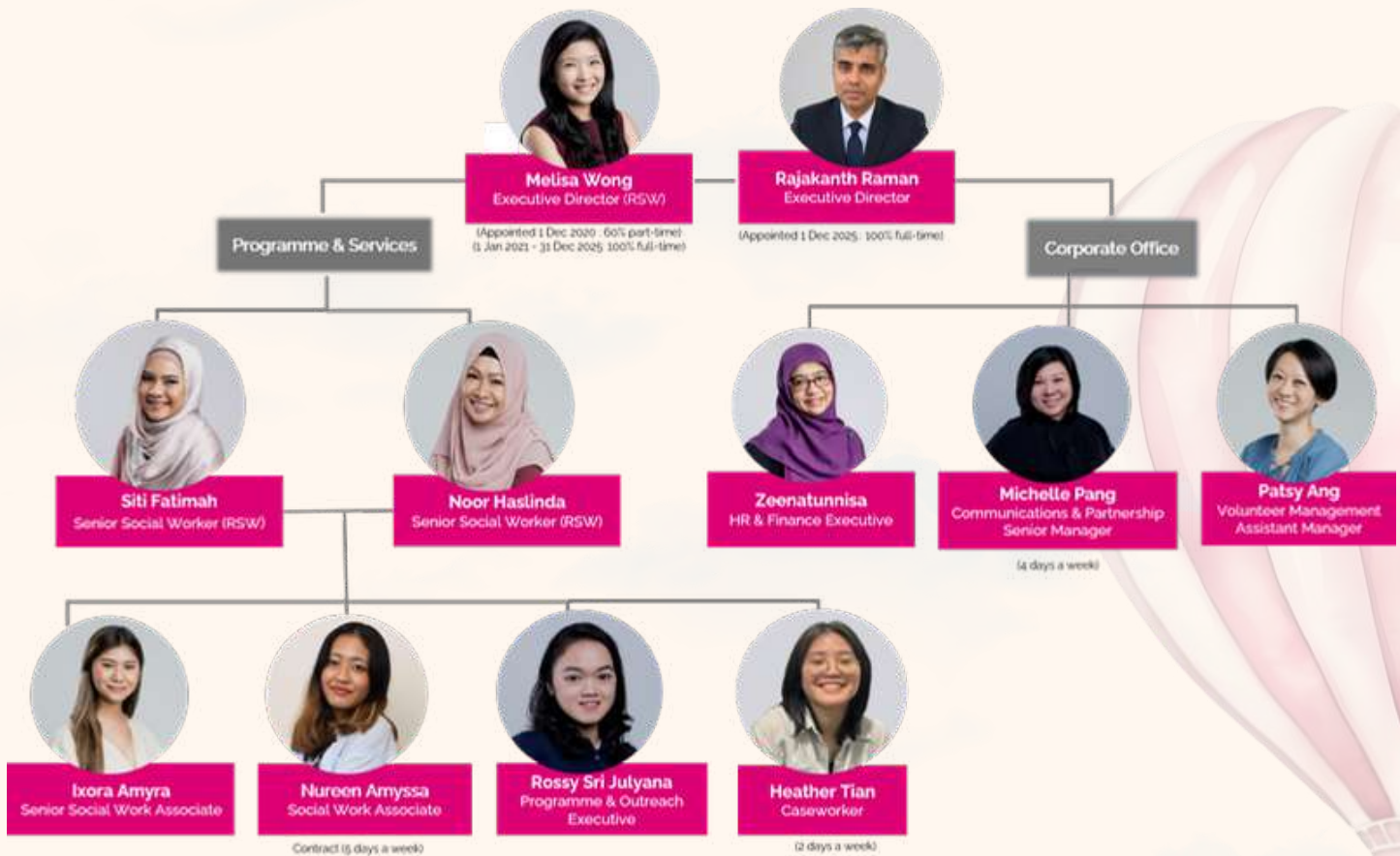
PROGRAMMES & SERVICES COMMITTEE

Chair	Dr Chua Yang
Members	Ms Geraldyn Lim
	Ms Anthea Kiu
	Mr Mohammed Faiz Selamat
	Ms Cheo Pei Rong
	Ms Patricia Wong
	Dr Serena Koh



OUR STAFF

From 01 January to 31 December 2025, Babes had 8 full-time and 3 contract staff.



BANKER

DBS Bank Ltd
SCB Bank – Investment (FD)

AUDITOR

Tan, Chan & Partners

Please refer to the Charity Portal at <https://www.charities.gov.sg> for more information, including Organisation Profile, Financial Information, Annual Report and Code of Compliance.

Celebrating Milestones

2025 HIGHLIGHTS



Babes Teatime 21 February 2025



Brewing Conversations, Building Understanding

Launched in early 2025, Babes Teatime brings together social service professionals and community stakeholders to deepen understanding of issues affecting pregnant teens and young mothers. **Our inaugural session gathered close to 60 participants to explore the stigma and challenges surrounding unwed pregnancies within the Malay Muslim community, translating Babes' frontline insights into sector learning and conversations on strengthening support for pregnant teens and young families.**



Babes Teatime reflects Babes' commitment to bridging frontline practice with sector capability-building, contributing to a stronger ecosystem of care.



Strengthening Partnerships with MENDAKI

Following an initial engagement with MENDAKI in June 2025, Babes was invited to conduct a knowledge-sharing session for Care Advisors at MENDAKI's Engagement Town Hall in August. Through case discussions and Q&A, the session equipped frontline officers with greater knowledge and confidence to engage and support pregnant youths and young families, assess immediate needs and facilitate timely referrals.

The collaboration demonstrates the value of cross-sector knowledge-sharing in strengthening early identification, holistic support and connections to the right services.



Babes X Mendaki
30 June & 21 August 2025

Celebrating Milestones

2025 HIGHLIGHTS



Illuminating Hope, Inspiring Change

Babes 2025 Gala 25 September 2025

Held on 25 September 2025, the **Babes 2025 Gala** brought together a **generous community of donors, supporters, friends and volunteers** for an **intimate evening of illuminating hope and inspiring change**. The Gala met and exceeded its fundraising target, made possible by the generosity of our community and their belief in every young person's ability to overcome challenges and work towards a future of purpose and possibility. **A key highlight was the deeply moving sharing by our beneficiary and her mother alongside our Senior Social Worker Siti who had journeyed with them during and beyond her teenage pregnancy — bringing to life the difference sustained support can make in a young person's journey.**

Our heartfelt thanks go to everyone who made the evening so special, especially our emcee **Petrina Kow, Naela** for her moving performance of *My Moment*, and **Sianna & Tara** for their heartfelt performances of *For Good*, *Scars to Your Beautiful* and *Someday*. Their generosity, talent and support helped make the evening truly memorable.



Babes Bonanza 2025 17 October 2025

Celebrating Every Story, Every Soul

Babes Bonanza 2025 brought our community together to celebrate Babes Day and Volunteer & Partner Appreciation Day together, while shining a light on the progress and achievements of the youths and families we journey with. **It was an evening of stories, milestones and shared joy — celebrating each young person's journey and the steps they have taken towards a positive life ahead.**

We also honoured the volunteers, partners and supporters who walk alongside Babes and our beneficiaries, including volunteers who received Long Service Awards for more than five years of service. Together, we celebrated the collective effort and community of support that makes every milestone possible.





At A Glance



A snapshot of our impact in 2025

our services



58

pregnant teens and families supported



21

beneficiaries supported in the continuation of education and upskilling through the Bridging Programme



229

pregnancy-related enquiries supported via 24-hour helpline



1,296

dedicated volunteer hours on the 24-hour helpline

engagements



100%

satisfaction rating of our workshops by our beneficiaries



> 100%

increase in new partners

fundraising

\$568, 134.13

in donations raised



volunteerism



260

combined individual and corporate volunteers

2,572

total volunteer hours contributed

Voices From Our Community

At the heart of every milestone is a story of hope, courage and resilience



“

Oh my goodness! I can't believe it! I've come so far!!! It's been six years since I had my first child at 19.

Throughout this journey, I have learnt that I have quite a high level of patience. I have also discovered that as I give my best to my childrent, I am healing myh inner child...

Teen mothers are humans with feelings. I feel that society should look at the bigger picture. Don't judge when you don't know the full story.

~ Syah

Babes beneficiary”



Six year ago, Syah was in a very different place in life. Already working at the age of 19, having withdrawn from her studies at ITE, Syah found herself pregnant and was left to handle the pregnancy, and face the world and her family on her own. Her parents were divorced and she was living with

her dad at that time. She knew him to be strict and was taken by surprise when his response to her unexpected pregnancy was calmer and gentler than she had anticipated. She appreciated him for respecting her decision to keep the baby even though he was against it and had a hard time coming to terms with her pregnancy initially. As much of a nag as he was, Syah was touched that he expressed and showed support in his own special way, even finding his way to her delivery suite just to assure her that all would be well with the delivery and to make sure she was well-taken care of.

Syah recalls, “Financial challenges are very real. I could not work during and post pregnancy. Who was I to turn to for support for daily needs and essentials? That was when I went to seek help at Family Service Centre (FSC) who then referred me to Babes for support. I was initially so afraid to even approach FSC for help as I was concerned that I was under the legal age of sexual consent Babes not only supported me with essentials for my baby, such as milk and diapers, they listened to me and journeyed with me. They provided me with the emotional support that I so needed,” Syah elaborated.

Having a child in her teens meant that Syah had to come to terms with the responsibilities of motherhood and sacrifices while many of her friends are living carefree lives as individuals working hard and travelling. It also meant coming to terms with the weight gain during and post pregnancy and losing her “teenage body”. Yet, Syah takes it in her stride, “It's ok. I am a happy mummy.”

Reflecting on her journey as a teen mum, Syah bares her heart, “I feel that our society in Singapore looks down on teen mothers, especially those younger in age. I feel that society should look at the bigger picture. Don't judge when you don't know the full story. Teen mothers are humans with feelings. There are many *whatifs* and *maybes* in the story behind the teen pregnancy. They are are individuals too and deserve the dignity of humanity, “

Today, Syah is happily married with a loving and supportive partner. Together, they are working hard, providing for their family and raising three kids.



Voices From Our Community

At the heart of every milestone is a story of hope, courage and resilience



“

If you feel that you are not able to raise your child, there are other options you can consider. It does not mean that you are a bad person.

Should you choose to give birth and raise the child yourself, please believe in yourself and be kind to yourself.

~ Nicole Babes beneficiary ”

At 17, Nicole made a decision that would change the course of her life. After discovering she was pregnant, she and her partner chose to keep their baby. She believed they were building a family together and looked forward to marrying the father of her child.

"I was naive. I genuinely believed that my boyfriend and I would get married, have children together and be a happy family. It was a matter of time. So, I wasn't so afraid about the unexpected pregnancy. I was just worried about my parents' reaction when they found out," she shared rather matter-of-factly.

Her decision was met with strong opposition from her parents. What should have been a time of preparing for her baby instead became a period of uncertainty and pressure. Babes journeyed alongside Nicole as she faced her parents and navigated the difficult emotions surrounding their opposition, providing a safe and non-judgemental space for her to work through what she was experiencing.

For a while, Nicole believed she had found her way forward with her partner. But when the relationship fell apart during her pregnancy, the future she had imagined disappeared. The disappointment was profound, and she had to come to terms with the reality of raising her child on her own.

Thinking back, she remembers, "That was the most desperate day. It was only then that I truly realised I would have to raise my child on my own."

Babes remained alongside Nicole through this difficult chapter, supporting her as she processed the loss of her relationship and adjusted to the reality of motherhood. Our social work team also provided practical

support, including milk powder and diapers, and later financial assistance to help her return to school. Through the uncertainties and setbacks, Nicole had someone to turn to when she felt overwhelmed or unsure of what to do next.

Returning to school while caring for her child was not easy, but Nicole persevered. She eventually graduated from polytechnic and started work. Today, she is raising her child and building a life on her own terms, supported by the people around her.

Nicole's journey has taught her that an unplanned pregnancy may change the path ahead, but it does not have to define it. Today, she hopes other young women will know that they have options, and that they do not have to face their choices alone.

Nicole's story was also published in [Lianhe Zaobao, 11 Sep 2025](#).



Photo by
LianheZaobao



Photo by
LianheZaobao



Services and Programmes



Supporting youths through pregnancy and beyond

At Babes, we recognise that teenage pregnancy is not simply about the pregnancy. It often sits alongside broader vulnerabilities and challenges faced by youths — from family circumstances and education disengagement to financial insecurity, relationships and access to support.

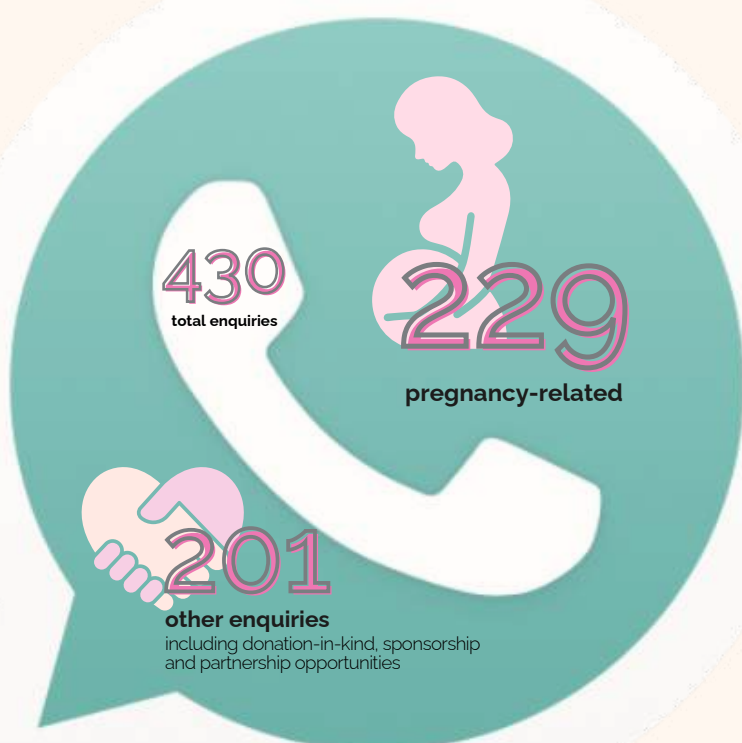
Our services and programmes respond to these needs across different stages of a young person's journey. From a first contact through our 24-hour helpline to case management, practical assistance, peer support, education and skills-building, we work and walk alongside youths and their families to strengthen stability, agency and pathways towards a positive life ahead.

01 | ENABLING INDIVIDUALS & FAMILIES

24-Hour Helpline

A compassionate pillar of support

Our 24-hour helpline remains an important first point of contact for youths, families and others seeking information and support around unintended pregnancy, providing timely information, emotional reassurance, and compassionate support.



Behind every call and message is a team of volunteers who give their time, heart, and presence to support others in crisis. Together, Babes' helpline and Team Leads is empowered to respond with empathy, professionalism and sensitivity to a wide range of enquiries. Strong collaboration with Babes' Case Management Team further ensures continuity of care to enable timely interventions, follow-ups and holistic support for beneficiaries.

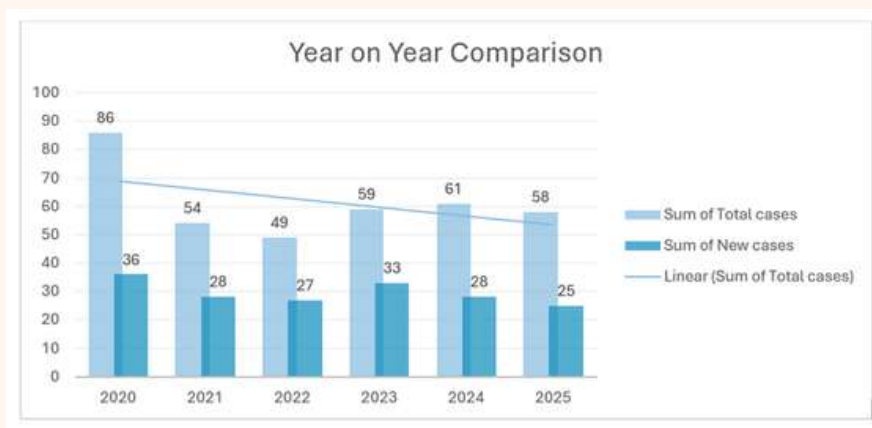
01 | ENABLING INDIVIDUALS & FAMILIES

Case Management and Counselling

Understanding the young person behind the pregnancy

The total number of cases managed by Babes has shown a gradual decline over the past six years, decreasing from 86 cases in 2020 to 58 cases in 2025. New intake cases have similarly reduced from 36 to 25 cases over the same period.

While the number of cases was lower than in previous years, the profile and complexity of those seeking support continue to evolve.



In 2025, Babes observed several emerging trends:

- 14 years old youngest beneficiary at Babes
- 3 beneficiaries aged 16 and below
- 17 & 19 years old most common ages of beneficiaries
- 44 percent sought help in their third trimester
- 24 percent referred to Babes in their first trimester
- 72 percent not attending school
- 84 percent experiencing their first pregnancy
- 45 percent reached Babes through the helpline

Younger youths in need of support

The youngest beneficiary was 14, reinforcing the need for age-appropriate support and early intervention.

Timing matters

With 44% of cases coming in the third trimester compared with 24% in the first trimester, there is an opportunity to engage youths earlier and provide more time for holistic support.

Education remains a key vulnerability

With 72% not attending school at intake, education re-engagement and longer-term pathways remain important components of case management.

Family circumstances matter

Reconstituted families and multi-generational households were among the more prominent family structures observed, highlighting the importance of engaging the wider family and support network.



Predominantly First-time Pregnancies

Most beneficiaries were experiencing their first pregnancy. Only four cases (16%) involved beneficiaries with a history of previous pregnancies, indicating that the programme continues to primarily support first-time young mothers navigating pregnancy and parenthood.

Balanced Referral Channels

Referral sources remained relatively balanced, with email referrals accounting for 52% of new intakes and helpline referrals accounting for 45%. This suggests that both channels continue to serve as effective and accessible pathways for beneficiaries seeking support and information.



Why this matters

These insights reinforce Babes' evolving understanding of teenage pregnancy as a window into wider vulnerabilities. Supporting a young person therefore requires looking beyond the pregnancy to the circumstances, relationships and aspirations surrounding it.

Case outcomes

In 2025, Babes successfully closed 32 cases compared to 28 cases in 2024, demonstrating our continued commitment to empowering young mothers toward independence and stability. **Our intervention programs achieved an impressive 87.5% success rate**, with 28 cases closed due to goals being fully achieved.

• Positive outcomes & pathways

Among the young mothers we supported, the **most common outcome was transitioning to full-time homemaking with strong family support, while others returned to education or secured employment and greater financial independence**. These varied outcomes reflect the holistic nature of our support model.

• Key themes from case analysis

Our case analysis highlighted several factors that contributed to positive outcomes:

- **Reproductive Health Focus:** Contraceptive education remains an important part of our support, with many beneficiaries receiving guidance on family planning and contraceptive options, including long-acting reversible contraceptives like Implanon and intrauterine devices (IUDs).
- **Strong Community Partnerships:** Half of the cases involved successful linkages to external agencies including SSO, FSC, and KidStart, extending support beyond Babes and strengthening longer-term support networks.
- **Financial and Employment Success:** Beneficiaries made progress towards greater financial stability through employment and access to financial assistance, including SSO support, bursaries and the North East Growth Fund.
- **Family Support Systems:** Support from partners and family members emerged as an important factor in positive outcomes, highlighting the value of engaging the wider support network around young parents.
- **Education & Childcare:** Access to childcare and opportunities to return to education enabled young mothers to continue pursuing their personal goals while caring for their children.



Challenges and opportunities

Three cases (9.4%) were closed due to non-engagement, with beneficiaries becoming uncontactable. This highlights the ongoing challenge of maintaining engagement with vulnerable populations and the need for continued outreach strategies.

Conclusion

The 2025 case closure data validates Babes' comprehensive approach to supporting young mothers. By addressing practical needs (financial assistance, childcare, housing), emotional support (counselling, family engagement), and long-term goals (education, employment), we have enabled vulnerable young families to achieve stability and independence. Our strong partnerships with community agencies ensure that beneficiaries continue to receive support even after their cases with Babes are closed, creating sustainable pathways to success.

In terms of practical support, nearly 50 families were supported during the year with transport aid, formula milk and diapers, strollers and provided pre-and post-natal massage and confinement meals. This was made possible in collaboration with sponsors and partners.

We are especially grateful for **Pigeon Singapore** for its long-time sponsorship of newborn hampers, and partners such as **Peachy Bum**, **Bugaboo**, **Nik's Bodywork**, **BLYS & Beyond**, **Ukahshah Confinement Meals** and **Mama J's Confinement Food** for their support of our work and cause. For pre-and-post-natal services such as provision of massages and confinement meals, a co-payment system is put in place to encourage ownership and responsibility among our beneficiaries. This co-payment system also ensures the accessibility and affordability of our post-natal services, enabling beneficiaries from low-income backgrounds to receive the support they need.

Through practical support and services, we aim to create a stable and nurturing environment for our beneficiaries and their families, empowering them to focus on their personal growth and reintegration into the community.



02 | EMPOWERING INDIVIDUALS

Building confidence, capability and pathways for the life ahead

Our work does not stop when the immediate crisis has stabilised. Through peer support, empowerment workshops and education assistance, we create opportunities for young parents to build confidence, develop practical skills, reconnect with education and work towards greater independence.

Working with different stakeholders and partners, we provide comprehensive support that addresses both social and economic aspects of community reintegration, equipping our beneficiaries to navigate their journey during and beyond pregnancy with confidence and resilience.

Peer Support Group

Connection that builds confidence

The Peer Support Group (PSG) provides a safe space for young mothers to connect with peers, strengthen socio-emotional wellbeing, develop practical skills, build stronger relationships and foster greater confidence for our beneficiaries to shape their future.

01 - Fostering self-expression and strengthening socio-emotional support

Creative activities such as potpourri arrangements facilitated by Babes and photography 101 conducted by **Project Obscura** enabled participants to express themselves and reflect on their personal journeys. These approaches supported emotional openness and helped participants build confidence and a more positive outlook on their future. In this safe and supportive space, participants connected with peers facing similar circumstances, reducing isolation and building a sense of belonging.

02 - Enhancing parenting confidence and attachment

Through a structured workshop on parent-child attachment facilitated by **Curious Mama**, participants gained practical skills to better understand and respond to their children's needs. This strengthened parenting confidence and supported the development of secure and nurturing parent-child relationships.

03 - Building confidence through meaningful connections

The Shopping Buddy Experience, a collaboration between Babes and the DBS GFM Gender Diversity Council, brought beneficiaries and DBS volunteers together over lunch before heading out for a personalised shopping experience. With shopping vouchers sponsored by DBS, volunteers accompanied beneficiaries and their children, offering practical guidance on budgeting, making thoughtful spending choices and shopping for their families. Beyond the practical support, the experience created space for genuine connection, conversation and bonding, helping beneficiaries feel supported and empowered in navigating everyday needs.



02 | EMPOWERING INDIVIDUALS

Empowerment Workshops

Opening doors to new possibilities

Our empowerment workshops complement case management by creating opportunities for beneficiaries to explore interests, build skills and gain exposure beyond their immediate circumstances. Beyond our signature programme, several other engagement sessions were held to complement our beneficiaries' growth as they forge stronger familial bonds and explore career opportunities.

2025 highlights

- **XpressFlowers HQ Visit**

Participants gained exposure to the retail industry, workplace expectations and potential career pathways while experiencing hands-on flower arrangement. The engagement also created opportunities for follow-up conversations on suitable job roles, supporting interested beneficiaries as they take steps towards employment, financial independence and long-term stability.

- **Wickedly Empowered**

A movie screening and family engagement created space for beneficiaries and their families to connect while reflecting on self-acceptance, resilience and individual journeys. This simple yet meaningful gathering supported family bonding by creating space for beneficiaries, their children and loved ones to enjoy a shared experience outside their usual routines. Centred on themes of empowerment and celebrating differences, the screening also offered an uplifting reminder of the value of self-acceptance, resilience and embracing each individual's unique journey.

- **Building financial confidence through learning**

A financial literacy workshop with ANZ equipped participants with practical knowledge to better understand budgeting, managing expenses and making informed financial decisions. The session provided a safe and accessible space for beneficiaries to build confidence in managing their finances and planning for their needs and those of their families.



02 | EMPOWERING INDIVIDUALS

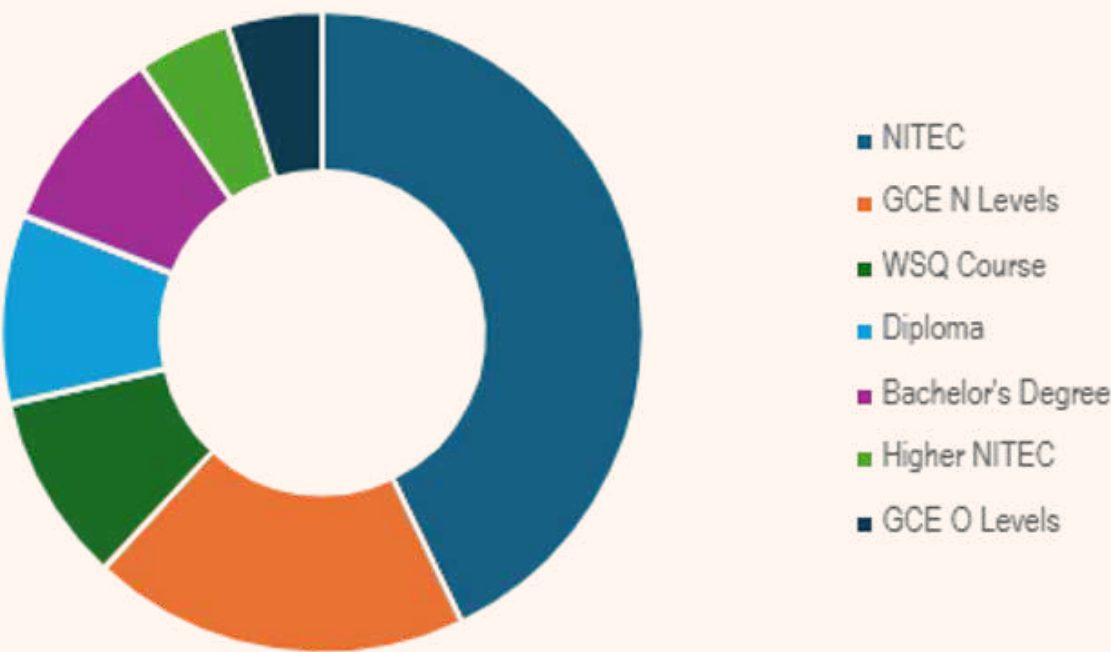
Bridging Programme

Keeping education and aspirations within reach

Education and upskilling remain important pathways towards greater independence. **In 2025, the Bridging Programme supported 21 individuals, including 2 partners of beneficiaries, with more than \$30,000 disbursed towards school allowances and course fees**, helping to ease financial pressures that could disrupt their studies. By reducing these barriers, the programme helped beneficiaries stay engaged in education, move towards meaningful employment, and build long-term independence and stability.

The programme enabled more beneficiaries to progress to Institutes of Higher Learning (IHLs), reflecting their commitment to furthering their education, building their capabilities, and creating a more stable future for themselves and their children.

Qualifications pursued by Bridging recipients in 2025





03 | ENGAGING THE COMMUNITY

YOUTH OUTREACH

Starting conversations early, strengthening support around youths

In 2025, Babes continued to engage youths and the wider network supporting them, creating opportunities to raise awareness, share knowledge and encourage conversations around relationships, well-being, pregnancy and other youth-related issues. Our outreach included **Female Empowerment Workshops with Assumption Pathway School** and **Northland Secondary School through CARE SG**, the **Assumption Pathway School West Zone Community Partners & Schools Engagement Session**, the **St. Joseph's Institution International (SJII) Connects Women's Conference Marketplace** and a **school counsellors visit to Babes by Cluster W1 Schools (West region)**.

Reaching youths where they are

JANUARY | ITE College Central | 2025 Orientation Week Roadshow

- Reached out to the first-year ITE College Central student cohort as part of the orientation week engagement
- Raised awareness of pregnancy, youths issues and community resources available to students and their families

JULY | ITE College Central | ExpressO Podcast Series

- Invited to contribute to ITE College Central's podcast series on relationships
- The podcast outreaches to the school's entire student population of more than 10,000 students
- Joined by a student peer leader as well as the college's school counsellors, the podcast brings together professional and youth perspectives on healthy relationships, informed choices and about seeking support

Together, these engagements reflect Babes' commitment to reaching youths early, creating safe spaces for conversations and equipping them with knowledge to make informed choices. They also strengthen awareness of where support is available, which is an important step towards ensuring that young people do not have to navigate challenges alone.





03 | ENGAGING THE COMMUNITY

PARTNERSHIP

Strengthening an ecosystem of support

Supporting youths through pregnancy and parenthood takes more than one organisation. In 2025, Babes continued to grow our network of corporate and community partners, bringing together resources, expertise and opportunities to strengthen support for youths and their families.

Our partners came alongside us in diverse ways — through financial and in-kind support, skills-based contributions, volunteering, outreach and engagement. These collaborations helped sustain our programmes and services, extend our reach and strengthen our ability to respond to the diverse needs of the youths and families we journey with.

From corporate partners and philanthropic supporters to community organisations and volunteers, each partnership brings different strengths to the ecosystem of care around young people. By connecting people, knowledge and resources across sectors, we can strengthen pathways to timely support and create more opportunities for youths to build stability and work towards a positive life ahead through various engagements such as empowerment and peer support workshops.

We are deeply grateful to all who journeyed with Babes in 2025, including **ANZ Singapore, Boutique Fairs, DBS and DBS GFM Gender Diversity Council, Disrupt Her, Finexis, Henna Me Pretty, Indian Women's Association Singapore (IWA), MSD, Netherlands Charity Association (NCA), Phoenixus, Pigeon Singapore, Project Obscura, Santa Fe Relocation, The Curious Mama, Watsons, Xpressflower** and more.

Every contribution of time, resources, expertise and support has helped strengthen our work and make meaningful milestones possible for the youths and families we journey with.



03 | ENGAGING THE COMMUNITY

FUNDRAISING

Creating possibilities through giving



Fundraising at Babes is about more than raising funds. It is about bringing people together around a shared belief that every young person deserves the opportunity to move forward with purpose and possibility.

We took a more focused approach to fundraising in 2025, centering our efforts on meaningful stakeholder engagement while continuing established fundraising streams and online initiatives. The **Babes 2025 Gala: Illuminating Hope** was our key fundraising engagement of the year, bringing together donors, partners, supporters and friends in an evening of shared purpose. The event met and exceeded its fundraising target, reflecting the generosity and commitment of a community that believes in the young people and families we journey with.

Alongside the Gala event, **dollar-matching campaigns for Celebrating Milestones and the Babes 2025 Gala** helped amplify community giving and encourage more people to contribute to the cause. Regular fundraising streams, including Boutique Fairs and Happy Stork, continued to provide opportunities for the wider community to support Babes, alongside targeted funding support from charitable trusts and philanthropic organisations for the Bridging Programme to help youths continue their education, develop skills and work towards greater financial independence.

Together, these efforts demonstrate the many ways our community gives — through generosity, advocacy, partnerships and shared commitment. Every contribution helps sustain Babes' work and create opportunities for youths and families to build stability and a positive life ahead.



03 | ENGAGING THE COMMUNITY

VOLUNTEER MANAGEMENT

Growing a community of care

Volunteers are an integral part of Babes' community of care, giving their time, skills and commitment to support our beneficiaries and advance Babes' mission, strengthen our outreach efforts, enabling us to provide meaningful support to more youths in need.

In 2025, volunteers contributed across a wide range of roles, from helpline and beneficiary support to outreach, fundraising, social media and events, extending our capacity to reach and journey alongside youths and families.

Our community of volunteers in 2025



Training and development

We continued to prioritise volunteer development through a combination of external collaborations and tailored in-house training. By drawing on external expertise as well as the knowledge and experience within our volunteer community, we created more relevant learning opportunities to strengthen volunteers' skills, confidence and readiness to support beneficiaries.

Training included Basic Child and Infant First Aid, which equipped volunteers with practical skills to respond to common medical emergencies involving infants and children, as well as Essential Skills for Effective Volunteering, covering active listening, communication, time management and conflict resolution.

Through practical exercises and case-based learning, volunteers were able to apply these skills to situations they may encounter in their roles at Babes. These learning opportunities strengthened their ability to provide support with greater empathy, confidence and professionalism, while fostering peer learning and collaboration across the volunteer community.

Extending our reach

Volunteers also played an active role in extending Babes' reach through community outreach and fundraising. **At Discover Tanjong Pagar SG60, volunteers represented Babes alongside community and social service organisations, engaging the public, raising awareness of the challenges faced by pregnant teens and young mothers and supporting fundraising efforts.**

Their participation provided opportunities to connect with the wider community, deepen awareness of Babes' work and strengthen support for our cause.



Celebration and recognition

Throughout the year, we created opportunities for volunteers to reconnect, reflect and celebrate their shared commitment to Babes. **Our Annual Volunteer Gathering brought volunteers and staff together for an afternoon of connection and appreciation. A hands-on terrarium-making activity offered a creative reflection on growth, care and resilience — values that resonate deeply with the work of our volunteers.**

Babes Bonanza 2025 brought together volunteers, beneficiaries and their families, partners, staff, and Board and Committee members for a special celebration of the Babes community. Held as a combined Babes Day and Volunteer & Partner Appreciation Day, the event recognised the collective milestones of our community, including the progress and achievements of our beneficiaries and the contributions of our volunteers and partners.

We were also proud to celebrate Jenny Yeo, Casework and Befriender Team Lead, who received the North West CDC Volunteer Award 2025 in recognition of her dedication and contribution to the community. Her recognition is a meaningful testament to the passion and commitment of our volunteers and the collective difference they make.

We are deeply grateful to every volunteer who continues to give their time, skills and heart to Babes. Their commitment strengthens our capacity to journey alongside youths and families and reminds us that meaningful change is possible when a community comes together to care, contribute and grow together.

Future Plans & Commitments



We believe that every pregnant teen deserves a circle of care and are committed to journeying with every youth and their family navigating unintended pregnancy and young parenthood, and the transitions and life stages that follow.

Looking ahead to 2026-2028, we will continue to widen our lens and evolve our mission to meet the changing needs of vulnerable youths and their families, focusing on five key areas of development:

1. National Pregnancy Helpline

We envision a dedicated support line for unplanned pregnancies that provides immediate access to counselling, referrals and crisis intervention. Building on our experience operating a 24/7 helpline for pregnant teens, extending our reach to others navigating unplanned pregnancy will help broaden access to timely support and strengthen the ecosystem of care.

2. Circle of Care Conference

The Circle of Care Conference is a new initiative in 2026 that seeks to bridge research, practice, lived experience and community engagement. By bringing together professionals, policymakers, researcher, community partners, volunteers and individuals with lived experience in meaningful dialogue, the inaugural conference will create opportunities for learning, partnership and collective action towards better outcomes for vulnerable youths, young mothers, their children and families.

3. A Landscape Paper on Teen Pregnancy

Aligned with the purpose for the Circle of Care conference, we believe that sharing data-driven insights from focus group discussions and surveys can contribute to public policy and professional discourse on teenage pregnancy and youth well-being. The paper will seek to inform efforts to build a stronger ecosystem of care for vulnerable youths and their families.

4. Digital Resource Library

We recognise that access to a centralised online repository of guides, toolkits and evidence-based resources for professionals, parents and youth can better support informed decision-making. Drawing on Babes' over 20 years of experience in journeying with pregnant teens and their families, plans for an accessible digital resource library that raises community awareness and supports efforts to reduce the risk of pregnancy risk among vulnerable youths.

5. Adolescent Clinic

Our vision of an integrated care hub offering dedicated clinical, emotional and informational support for youths, while strengthening referral pathways across hospitals, social services and community partners. This would enable young people to access more holistic and timely support as they navigate different stages of their lives.

Strengthening internal structures and extending support systems

To deepen our continuum of care in line with our 2026-2028 vision, we will focus on three areas to build financial resilience and foster sustainability: strengthening our internal foundations and systems, expanding organisational capacity and cultivating a more diversified funding network across philanthropic organisations, corporations and individual donors.

Financial Highlights

The following gives an overview of Babes' finances from 01 January to 31 December 2025.

Babes does not charge for its services. We are supported by philanthropic organisations, corporations, individual donors and community funding partners, alongside government grants administered by the National Council of Social Service (NCSS).

Income

Total income for 2025 amounted to \$1,415,976, representing a 28% increase compared to 2024. This growth was largely driven by a higher volume of in-kind donations received during the year, reflecting the strong support of our corporate and community partners.

Government subvention remained our largest source of income at \$670,518, primarily funded through the Tote Board Social Service Fund, and accounted for 47% of total income.

Other sources of income comprised fundraising and donations of \$568,134, donations in kind of \$126,344, interest income of \$48,857, and miscellaneous income of \$2,123. Together, these contributions provided vital support for the continued delivery of Babes' programmes and services.

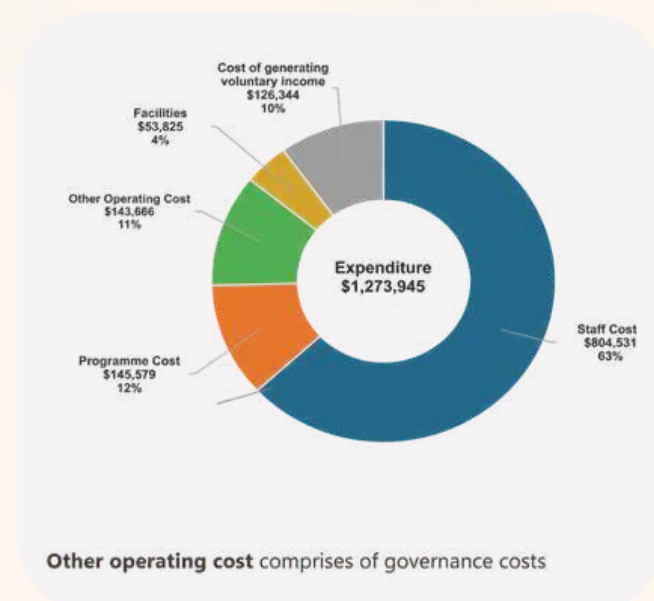
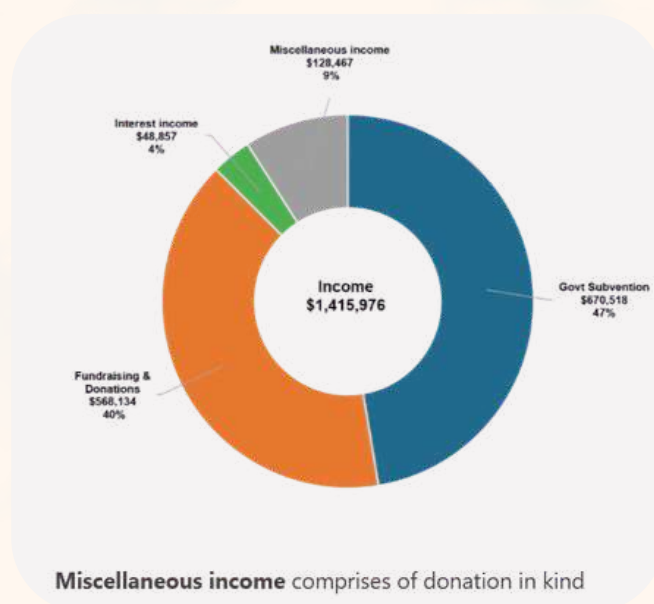
Expenditure

Total operating expenditure for 2025 was \$1,273,945, representing a 28% increase from \$995,139 in 2024. The increase was primarily attributable to higher operating expenses and increased costs associated with generating voluntary income during the year.

Staff costs remained the largest expenditure category at \$804,531, accounting for 63% of total expenditure. This includes professional fees of \$144,504 for the secondment of the Executive Director. No paid staff received annual remuneration exceeding \$100,000 during the financial year.

Despite the increase in expenditure, Babes recorded a surplus of \$142,031 for the year. Total funds increased by 5%, from \$2,608,143 in FY2024 to \$2,750,174 in FY2025, reflecting the surplus generated during the year and the continued support of our donors.

Total assets also increased by 5%, from \$2,834,517 in FY2024 to \$2,973,443 in FY2025, driven primarily by an increase in current assets. This strengthens our ability to sustain and deliver programmes and services for our beneficiaries.



FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2025

For the period of 01 January to 31 December 2025.



	2025	2024
INCOME		
Government subventions	\$ 670,518	\$ 734,563
Donations	\$ 568,134	\$ 279,656
Donations in kind	\$ 126,344	\$15,185
Miscellaneous income	\$ 2,123	\$ 2,408
Interests	\$ 48,857	\$ 71,608
Total income	\$ 1,415,976	\$ 1,103,420
EXPENDITURE		
Staff cost	\$ 804,531	\$ 756,844
Programme Cost	\$ 145,579	\$ 103,009
Facilities Cost	\$ 53,825	\$ 41,508
Governance Costs	\$ 11,096	\$ 5,558
Other Operating Expenses	\$ 132,570	\$ 73,035
Cost of generating voluntary income	\$ 126,344	\$ 15,185
Total expenditure	\$ 1,273,945	\$ 995,139
PROFIT	\$ 142,031	\$ 108,281

	2025	2024
ASSETS		
Current Assets	\$ 2,936,763	\$ 2,759,700
Non-current Assets	\$ 36, 680	\$ 74,817
Total Assets	\$ 2,973,443	\$ 2,834,517
LIABILITIES		
Current Liabilities	\$ 223,269	\$ 226,374
Total Liabilities	\$ 223,269	\$ 226,374
UNRESTRICTED FUND		
General Fund	\$ 2,871,253	\$ 2,372,634
Total unrestricted funds	\$ 2,871,253	\$ 2,372,634
DESIGNATED FUND		
Designated funds	\$ 143,564	\$ 159,756
Total designated funds	\$ 143,564	\$ 159,756
RESTRICTED FUND		
Government funding	(\$ 264,643)	\$ 75,753
Total restricted funds	(\$ 264,643)	\$ 75,753
Total Funds	\$ 2,750,174	\$ 2,608,143

For more details, please refer to Financial Statement 2025.



GOVERNANCE EVALUATION CHECKLIST (GEC)

For the Financial Year ended 31 December 2025

S/N	Call for Action	Code ID	Did the charity put this principle into action?	To explain, if indicated "No" or "Partial Compliance"
Principle 1: The charity serves its mission and achieves its objectives.				
1	Clearly state the charitable purposes (For example, vision and mission, objectives, use of resources, activities, and so on) and include the objectives in the charity's governing instrument. Publish the stated charitable purposes on platforms (For example, Charity Portal, website, social media channels, and so on) that can be easily accessed by the public.	1.1	Yes	
2	Develop and implement strategic plans to achieve the purposes.	1.2	Yes	
3	Have the Board review the charity's strategic plans regularly to ensure that the charity is achieving its charitable purposes, and monitor, evaluate and report the outcome and impact of its activities.	1.3	Yes	
4	Document the plan for building the capacity and capability of the charity and ensure that the Board monitors the progress of this plan. "Capacity" refers to a charity's infrastructure and operational resources while "capability" refers to its expertise, skills and knowledge.	1.4	Yes	
Principle 2: The charity has an effective Board and Management.				
5	The Board and Management are collectively responsible for achieving the charity's charitable purposes. The roles and responsibilities of the Board and Management should be clear and distinct.	2.1	Yes	
6	The Board and Management should be inducted and undergo training, where necessary, and their performance reviewed regularly to ensure their effectiveness.	2.2	Yes	



GOVERNANCE EVALUATION CHECKLIST (GEC)

For the Financial Year ended 31 December 2025



S/N	Call for Action	Code ID	Did the charity put this principle into action?	To explain, if indicated "No" or "Partial Compliance"
7	Document the terms of reference for the Board and each of its committees. The Board should have committees (or designated Board member(s)) to oversee the following areas*, where relevant to the charity: a. Audit b. Finance * Other areas include Programmes and Services, Fund-raising, Appointment/ Nomination, Human Resource, and Investment.	2.3	Yes	
8	Ensure the Board is diverse and of an appropriate size, and has a good mix of skills, knowledge, and experience. All Board members should exercise independent judgement and act in the best interest of the charity.	2.4	Yes	
9	Develop proper processes for leadership renewal. This includes establishing a term limit for each Board member. All Board members must submit themselves for re-nomination and reappointment, at least once every three years.	2.5	Yes	
10	Develop proper processes for leadership renewal. This includes establishing a term limit for the Treasurer (or equivalent position). For Treasurer (or equivalent position) only: a. The maximum term limit for the Treasurer (or equivalent position like a Finance Committee Chairman, or key person on the Board responsible for overseeing the finances of the charity) should be four consecutive years. If there is no Board member who oversee the finances, the Chairman will take on the role. i. After meeting the maximum term limit for the Treasurer, a Board member's reappointment to the position of Treasurer (or an equivalent position may be considered after at least a two-year break. ii. Should the Treasurer leave the position for less than two years, and when he/she is being re-appointed, the Treasurer's years of service would continue from the time he/she stepped down as Treasurer.	2.6	Yes	



GOVERNANCE EVALUATION CHECKLIST (GEC)

For the Financial Year ended 31 December 2025



S/N	Call for Action	Code ID	Did the charity put this principle into action?	To explain, if indicated "No" or "Partial Compliance"
11	Ensure the Board has suitable qualifications and experience, understands its duties clearly, and performs well. a. No staff should chair the Board and staff should not comprise more than one-third of the Board.	2.7	Yes	
12	Ensure the Management has suitable qualifications and experience, understands its duties clearly, and performs well. a. Staff must provide the Board with complete and timely information and should not vote or participate in the Board's decision-making.	2.8	Yes	
13	The term limit for all Board members should be set at 10 consecutive years or less. Re-appointment to the Board can be considered after at least a two-year break. For all Board members: a. Should the Board member leave the Board for less than two years, and when he/she is being re-appointed, the Board member's years of service would continue from the time he/she left the Board. b. Should the charity consider it necessary to retain a particular Board member (with or without office bearers' positions) beyond the maximum term limit of 10 consecutive years, the extension should be deliberated and approved at the general meeting where the Board member is being re-appointed or re-elected to serve for the charity's term of service. (For example, a charity with a two-year term of service would conduct its election once every two years at its general meeting). c. The charity should disclose the reasons for retaining any Board member who has served on the Board for more than 10 consecutive years, as well as its succession plan, in its annual report.	2.9a-c	Yes	



GOVERNANCE EVALUATION CHECKLIST (GEC)

For the Financial Year ended 31 December 2025



S/N	Call for Action	Code ID	Did the charity put this principle into action?	To explain, if indicated "No" or "Partial Compliance"
14	For Treasurer (or equivalent position) only: d. A Board member holding the Treasurer position (or equivalent position like a Finance Committee Chairman or key person on the Board responsible for overseeing the finances of the charity) must step down from the Treasurer or equivalent position after a maximum of four consecutive years. i. The Board member may continue to serve in other positions on the Board (except the Assistant Treasurer position or equivalent), not beyond the overall term limit of 10 consecutive years, unless the extension was deliberated and approved at the general meeting – refer to 2.9.b.	2.9d	Yes	
Principle 3: The charity acts responsibly, fairly and with integrity.				
15	Conduct appropriate background checks on the members of the Board and Management to ensure they are suited to work at the charity.	3.1	Yes	
16	Document the processes for the Board and Management to declare actual or potential conflicts of interest, and the measures to deal with these conflicts of interest when they arise. a. A Board member with a conflict of interest in the matter(s) discussed should recuse himself/herself from the meeting and should not vote or take part in the decision-making during the meeting.	3.2	Yes	
17	Ensure that no Board member is involved in setting his/her own remuneration directly or indirectly.	3.3	Yes	
18	Ensure that no staff is involved in setting his/her own remuneration directly or indirectly.	3.3	Yes	



GOVERNANCE EVALUATION CHECKLIST (GEC)

For the Financial Year ended 31 December 2025



S/N	Call for Action	Code ID	Did the charity put this principle into action?	To explain, if indicated "No" or "Partial Compliance"
19	Establish a Code of Conduct that reflects the charity's values and ethics and ensure that the Code of Conduct is applied appropriately.	3.4	Yes	
20	Take into consideration the ESG factors when conducting the charity's activities.	3.5	Yes	
Principle 4: The charity is well-managed and plans for the future.				
21	Implement and regularly review key policies and procedures to ensure that they continue to support the charity's objectives. a. Ensure the Board approves the annual budget for the charity's plans and regularly reviews and monitors its income and expenditures (For example, financial assistance, matching grants, donations by board members to the charity, funding, staff costs and so on).	4.1a	Yes	
22	Implement and regularly review key policies and procedures to ensure that they continue to support the charity's objectives. b. Implement appropriate internal controls to manage and monitor the charity's funds and resources. This includes key processes such as: i. Revenue and receipting policies and procedures; ii. Procurement and payment policies and procedures; and iii. System for the delegation of authority and limits of approval.	4.1b	Yes	
23	Seek the Board's approval for any loans, donations, grants, or financial assistance provided by the charity which are not part of the core charitable programmes listed in its policy. (For example, loans to employees/subsidiaries, grants or financial assistance to business entities).	4.2	Yes	
24	Regularly identify and review the key risks that the charity is exposed to and refer to the charity's processes to manage these risks.	4.3	Yes	



GOVERNANCE EVALUATION CHECKLIST (GEC)

For the Financial Year ended 31 December 2025



S/N	Call for Action	Code ID	Did the charity put this principle into action?	To explain, if indicated "No" or "Partial Compliance"
25	Set internal policies for the charity on the following areas and regularly review them: a. Anti-Money Laundering and Countering the Financing of Terrorism (AML/CFT); b. Board strategies, functions, and responsibilities; c. Employment practices; d. Volunteer management; e. Finances; f. Information Technology (IT) including data privacy management and cyber-security; g. Investment (obtain advice from qualified professional advisors if this is deemed necessary by the Board); h. Service or quality standards; and i. Other key areas such as fund-raising and data protection.	4.4	Yes	
26	The charity's audit committee or equivalent should be confident that the charity's operational policies and procedures (including IT processes) are effective in managing the key risks of the charity.	4.5	Yes	
27	The charity should also measure the impact of its activities, review external risk factors and their likelihood of occurrence, and respond to key risks for the sustainability of the charity.	4.6	Yes	
Principle 5: The charity is accountable and transparent				
28	Disclose or submit the necessary documents (such as Annual Report, Financial Statements, GEC, and so on) in accordance with the requirements of the Charities Act, its Regulations, and other frameworks (For example, Charity Transparency Framework and so on).	5.1	Yes	
29	Generally, Board members should not receive remuneration for their services to the Board. Where the charity's governing instrument expressly permits remuneration or benefits to the Board members for their services, the charity should provide reasons for allowing remuneration or benefits and disclose in its annual report the exact remuneration and benefits received by each Board member.	5.2	Yes	



GOVERNANCE EVALUATION CHECKLIST (GEC)

For the Financial Year ended 31 December 2025



S/N	Call for Action	Code ID	Did the charity put this principle into action?	To explain, if indicated "No" or "Partial Compliance"
30	The charity should disclose the following in its annual report: a. Number of Board meetings in the year; and b. Each Board member's attendance.	5.3	Yes	
31	The charity should disclose in its annual report the total annual remuneration (including any remuneration received in the charity's subsidiaries) for each of its three highest-paid staff, who each receives remuneration exceeding \$100,000, in incremental bands of \$100,000. Should any of the three highest-paid staff serve on the Board of the charity, this should also be disclosed. If none of its staff receives more than \$100,000 in annual remuneration each, the charity should disclose this fact.	5.4	Yes	
32	The charity should disclose in its annual report the number of paid staff who are close members of the family of the Executive Head or Board members, and whose remuneration exceeds \$50,000 during the year. The annual remuneration of such staff should be listed in incremental bands of \$100,000. If none of its staff is a close member of the family of the Executive Head or Board members and receives more than \$50,000 in annual remuneration, the charity should disclose this fact.	5.5	Yes	
33	Implement clear reporting structures so that the Board, Management, and staff can access all relevant information, advice, and resources to conduct their roles effectively. a. Record relevant discussions, dissenting views and decisions in the minutes of general and Board meetings. Circulate the minutes of these meetings to the Board as soon as practicable.	5.6a	Yes	
34	Implement clear reporting structures so that the Board, Management, and staff can access all relevant information, advice, and resources to conduct their roles effectively. a. The Board meetings should have an appropriate quorum of at least half of the Board, if a quorum is not stated in the charity's governing instrument.	5.6b	Yes	



GOVERNANCE EVALUATION CHECKLIST (GEC)

For the Financial Year ended 31 December 2025



S/N	Call for Action	Code ID	Did the charity put this principle into action?	To explain, if indicated "No" or "Partial Compliance"
35	Implement a whistle-blowing policy for any person to raise concerns about possible wrongdoings within the charity and ensure such concerns are independently investigated and follow-up action taken as appropriate.	5.7	Yes	
Principle 6: The charity communicates actively to instil public confidence.				
36	Develop and implement strategies for regular communication with the charity's stakeholders and the public (For example, focus on the charity's branding and overall message, raise awareness of its cause to maintain or increase public support, show appreciation to supporters, and so on).	6.1	Yes	
37	Listen to the views of the charity's stakeholders and the public and respond constructively.	6.2	Yes	
38	Implement a media communication policy to help the Board and Management build positive relationships with the media and the public.	6.3	Yes	



ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG)

Our commitment to ESG principles is reflected in how we govern our organisation, support our beneficiaries, engage our community and manage our resources. We continue to look for practical ways to strengthen our social impact, operate responsibly and build a sustainable organisation.

Environmental Initiatives: We are mindful of our environmental footprint and look for practical ways to operate more sustainably. A key part of this is our approach to in-kind donations: through partnerships with sponsors such as Pigeon Singapore and other donors, we channel donated newborn hampers, formula milk, diapers, strollers and other essentials directly to the families we support, rather than these items going unused or to waste. This not only reduces the need for new resources to be produced and consumed on our beneficiaries' behalf, it also extends the useful life of donated goods and reduces waste at the point of donation. Where possible, we apply the same reduce-reuse principle to our own office operations, minimising unnecessary consumption and travel and re-purposing materials where we can.

Social Responsibility: Our social responsibility is centred on the people at the heart of Babes — our beneficiaries, staff and volunteers. We invest in the development of our staff and volunteers through ongoing training and learning opportunities, equipping them with the knowledge and skills to provide appropriate and compassionate support. For our beneficiaries, we remain committed to providing person-centred support that responds to their individual circumstances and needs. We regularly gather feedback from our beneficiaries to understand their experiences and identify opportunities to strengthen our programmes and services. Through our outreach and community engagement efforts, we also work to raise awareness of the challenges faced by pregnant teens and young parents, while fostering greater understanding and reducing stigma.

Governance: We are committed to responsible and transparent governance, guided by the principles and guidelines set out in the Code of Governance for Charities and Institutions of a Public Character (IPC). We also began developing a comprehensive Risk Management Manual to strengthen our approach to identifying, assessing and mitigating organisational risks. This will support more consistent risk management and help ensure that Babes remains resilient and accountable as we continue to grow.

Looking Ahead

We will continue to strengthen our ESG practices through ongoing learning, training and review. As we deepen our understanding of ESG principles, we will look for practical ways to embed them further into our operations and communicate our progress transparently to our stakeholders. By integrating responsible environmental practices, person-centred social support and sound governance into our work, we aim to strengthen the sustainability and resilience of Babes while staying focused on our mission and the young people and families we journey alongside.



MANAGEMENT AND AVOIDANCE OF CONFLICTS OF INTEREST

Under our Conflict-of-Interest policy, all Directors, Board Committee Members, staff and volunteers of Babes are required to read and understand the policy, to make full disclosure of interests and to declare their interests on an annual basis. When a conflict-of-interest situation arises, the person concerned must declare his or her interests and abstain from participating in the discussion, decision-making and voting on the matter.

Secondment fees paid to National Council of Social Service ("NCSS") are for key management personnel services provided by NCSS during the year. There was no staff that received more than \$100,000 in annual remuneration during the financial year ended 31 December 2025.

There are no paid staff who are close members of the family of the Executive Head or Board Member, who receives more than \$50,000 during the year. The charity discloses that no Board members are remunerated. There was no transaction with a corporation in which Directors, Board Committee Members, staff or volunteers had an interest during the financial year 1 January to 31 December 2025.

RELATED ENTITIES

– There are no related entities.

WHISTLE-BLOWING POLICY

– Babes has a whistle-blowing policy and it can be viewed at <https://www.babes.org.sg/babes-your-friend/statutory-policies/>

RESERVES POLICY

The Company intends to maintain its reserves together with the restricted funds at a level of at least two years of its operating expenditure. As at 31 December 2025, the reserves are 2.5 times of the operating expenditure. The Board of Directors will review the amount of reserves that are required to ensure that they are adequate to fulfil continuing obligations annually. Babes' overall approach to management of reserves remains unchanged from the previous financial period. Babes is not subject to any externally imposed reserve requirements.





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[@babes_pregnancysupport](https://www.instagram.com/babes_pregnancysupport)



[@babes_pregnancysupport](https://www.tiktok.com/@babes_pregnancysupport)



[@babes-pregnancy-crisis-support](https://www.linkedin.com/company/babes-pregnancy-crisis-support)